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## PRESS RELEASE

# Eramet signs its first global agreement to set up a group-wide social protection solution: Eramet Global Care

Eramet, the first mining group to set up a transnational employee representation body - the Eramet Global Forum - in 2023, today signed an initial agreement to set up a group-wide social protection solution: Eramet Global Care.

The agreement, signed by Eramet's management and the employee representatives who are members of the Eramet Global Forum, establishes a common level of coverage including death insurance, healthcare and prevention, maternity leave and working conditions for women. This coverage will apply to all Eramet employees in the 13 countries where the Group operates through a subsidiary that is directly or indirectly more than 50% owned.

The coverage provided for in this agreement will be monitored by a committee, with the aim of rolling it out to all subsidiaries by 31 December 2026 at the latest. The measures relating to maternity leave will take effect immediately.

In detail, the agreement provides for the following:

- **Death cover** equal to 12 months' salary of the deceased employee, introduced for 48% of employees who did not benefit from such cover before. This measure will provide essential financial support to families in the event of an employee's death.

- Basic **health cover** for all employees including hospital treatment, regular and emergency care and maternity care. The Group will also organise prevention and screening programmes for certain diseases. Preventive measures to combat the risks of being overweight and having a sedentary lifestyle will be deployed at all sites.

- In terms of **maternity and working conditions for women**, the agreement provides for a wide range of tangible measures to foster diversity and inclusion:

- **Maternity leave:** 16 weeks' maternity leave on full pay has now been introduced. This will significantly extend maternity leave in a number of countries where the Group operates, including Gabon (2 extra weeks), Indonesia (3 extra weeks) and the United States (where paid maternity leave is only available subject to seniority conditions). This measure comes into force today.
- **Work-life balance:** pregnant employees may benefit from adjustments to their workstation, working hours and workload, in agreement with their line manager and the Human Resources department. If they wish, new mothers will be able to take one hour off work every day to breastfeed until their child is 6 months old.
- **Pay and career:** the agreement provides for neutralising the impact of maternity leave and adoption leave on women's pay and career development. The employees concerned will automatically benefit from the general or individual pay rises applied during the year of their leave for employees in their category. Specific monitoring will also be put in place before and after their maternity or adoption leave through interviews conducted by the line manager and the Human Resources department.



- Infrastructure: on the ground, the Group will continue to improve the adaptation of facilities and equipment for female employees.

**Christel Bories, Chairman and CEO of Eramet**, said: *“Eramet Global Care brings to life a key commitment of our CSR roadmap “Act for Positive Mining”: taking care of our employees, wherever they are in the world. With over 80% of our workforce based outside Europe, this transnational agreement brings real improvements to the well-being of our teams, especially women. The Eramet Global Care agreement was negotiated and signed in less than six months, testifying to the quality and effectiveness of social dialogue within the Group.”*

## ABOUT ERAMET

Eramet transforms the Earth’s mineral resources to provide sustainable and responsible solutions to the growth of the industry and to the challenges of the energy transition.

Its employees are committed to this through their civic and contributory approach in all the countries where the mining and metallurgical group is present.

Manganese, nickel, mineral sands, lithium, and cobalt: Eramet recovers and develops metals that are essential to the construction of a more sustainable world.

As a privileged partner of its industrial clients, the Group contributes to making robust and resistant infrastructures and constructions, more efficient means of mobility, safer health tools and more efficient telecommunications devices.

Fully committed to the era of metals, Eramet’s ambition is to become a reference for the responsible transformation of the Earth’s mineral resources for living well together.

[www.eramet.com](http://www.eramet.com)

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